



May 5, 2009

Ms. Catherine P. Awakuni  
Executive Director  
Division of Consumer Advocacy  
Department of Commerce and Consumer Affairs  
335 Merchant Street, Room 326  
Honolulu, Hawaii 96813

FILED  
2009 MAY -5 P 4: 04  
PUBLIC UTILITIES  
COMMISSION

Dear Ms. Awakuni:

Subject: Docket No. 2008-0083  
HECO Supplemental Response to CA-IR-354

Enclosed is Hawaiian Electric Company, Inc.'s ("HECO") supplemental response to the Division of Consumer Advocacy's information request, CA-IR-354. This supplement provides the actual and budgeted employee count reports for January through March 2009.

Sincerely,

  
Iris M. Teruya-Mita  
Director, Regulatory Affairs

Enclosure

cc: Public Utilities Commission  
Michael L. Brosch, Utilitech, Inc.  
Joseph A. Herz, Sawvel & Associates, Inc.  
Dr. Kay Davoodi, Department of Defense  
James N. McCormick, Department of Defense  
Ralph Smith, Larkin & Associates

CA-IR-354

Ref: HECO-1503 and responses to CA-IR-30 & DOD-IR-87 (Employee Counts).

Please provide the following:

- a. Please provide actual/budget employee count reports for all months during the period December 2005 through December 2008 that were not previously supplied in response to CA-IR-30.
- b. Referring to the response to DOD-IR-87, please provide actual employee counts for the months of October through December 2008.

HECO Response:

SUPPLEMENTAL INFORMATION (5/5/09)

Attachment 1 of this supplement provides the monthly actual and budgeted employee count reports for January through March 2009. The monthly actual and budgeted employee count reports through December 2008 were provided in the response to CA-IR-354 that was submitted on January 27, 2009.



CA-IR-354  
DOCKET NO. 2008-0083  
ATTACHMENT 1  
PAGE 1 OF 6  
(SUPPLEMENT 5/5/09)

Hawaiian Electric Company, Inc.  
January 31, 2009 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	7	0	0	7	7	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	12	(1)
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	13	0	2	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	8	0	0	8	8	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	10	0	0	10	10	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORP HEALTH & WELLNESS	PPH	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	WORKERS COMPENSATION	PPW	2	0	0	2	3	(1)
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	5	0	0	5	5	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	4	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	11	0	0	11	12	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	4	(1)
CORPORATE EXCELLENCE		SUBTOTAL		92	0	2	94	98	(4)
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	0	0	9	9	0
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	3	0	0	3	3	0
CORPORATE RELATIONS		SUBTOTAL		12	0	0	12	12	0
ENERGY DELIVERY	ASSET MANAGEMENT	ASSET MANAGEMENT	PRK	2	0	0	2	3	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	6	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	6	0	0	6		6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	26	0	0	26	26	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	165	(16)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	28	0	0	28		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	44	0	0	44		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	39	0	0	39		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	22	0	0	22	17	5
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	3	0	0	3	3	0
ENERGY DELIVERY	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	12	0	0	12	12	0
ENERGY DELIVERY	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	23	0	0	23	25	(2)
ENERGY DELIVERY	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	14	0	0	14	18	(4)
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	6	0	0	6	7	(1)
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	17	0	1	18	18	0
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	6	0
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	PBS	7	0	1	8	7	1
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	1	18	18	0
ENERGY DELIVERY	ENGINEERING	SUBSTATION & TELECOMMUNICATION	PBY	22	0	1	23	22	1
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	7	0	0	7	7	0
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	24	0	0	24	25	(1)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	12	0	0	12	12	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	15	0	0	15	15	0
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	7	(1)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	25	0	0	25	27	(2)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	13	0	0	13	14	(1)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	0
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	37	0	0	37	39	(2)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	4	0	0	4	4	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	2	0
ENERGY DELIVERY		SUBTOTAL		548	0	4	552	570	(18)
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	ADMINISTRATION	PLA	4	0	0	4	4	0
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	INTEGRATED RESOURCE PLANNING	PYP	5	0	0	5	6	(1)
EXECUTIVE VICE PRESIDENT	ENERGY PROJECTS	DISTRIBUTED ENERGY DEVELOPMENT	PNG	10	0	0	10	9	1
EXECUTIVE VICE PRESIDENT	EXEC VICE PRESIDENT	EXECUTIVE VICE PRESIDENT	P9V	2	0	0	2	2	0
EXECUTIVE VICE PRESIDENT	TECHNOLOGY	RENEWABLE TECHNOLOGY	PNR	1	0	1	2	3	(1)
EXECUTIVE VICE PRESIDENT		SUBTOTAL		22	0	1	23	24	(1)
GENERAL COUNSEL	LEGAL	LEGAL	PNC	12	0	0	12	12	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		19	0	0	19	19	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	8	0
GOVT & COMMUNITY AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	3	0
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	14	0	0	14	15	(1)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	7	0
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		32	0	0	32	33	(1)
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	7	0	0	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	8	0	0	8	8	0
POWER SUPPLY	FUELS	ADMINISTRATION	PIA	2	0	0	2	2	0
POWER SUPPLY	FUELS	POWER PURCHASE ADMINISTRATION	PIC	6	0	0	6	4	2
POWER SUPPLY	FUELS	FUEL RESOURCES	PIF	4	0	0	4	4	0
POWER SUPPLY	FUELS	FUELS INFRASTRUCTURE	PIJ	3	0	0	3	3	0
POWER SUPPLY	FUELS	POWER PURCHASE NEGOTIATION	PIU	0	0	0	0	3	(3)
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	10	0	0	10	11	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	14	0	0	14	14	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	14	0	1	15	15	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	5	0	0	5	6	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAINING	PID	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	26	0	0	26	26	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	63	0	0	63	60	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	29	0	0	29	33	(4)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	12	0	0	12	12	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	26	0	0	26	26	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	4	0	0	4	4	0



Hawaiian Electric Company, Inc.  
January 31, 2009 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	78	0	0	78	87	(9)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PS RELIABILITY OPTIMIZATION	PIV	0	0	0	0	2	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	68	0	0	68	65	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	29	0	0	29	32	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION OPERATIONS	PIY	1	0	0	1	7	(6)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION MAINTENANCE	PIZ	1	0	0	1	8	(7)
POWER SUPPLY	SYSTEM INTEGRATION	ADMINISTRATION	PXA	2	0	0	2	2	0
POWER SUPPLY	SYSTEM INTEGRATION	COMPETITIVE BIDDING	PXB	3	0	0	3	3	0
POWER SUPPLY	SYSTEM INTEGRATION	RENEWABLE ENERGY PLANNING	PXP	0	0	0	0	1	(1)
POWER SUPPLY	SYSTEM INTEGRATION	GENERATION PLANNING	PYB	7	0	0	7	9	(2)
POWER SUPPLY	SYSTEM INTEGRATION	TRANSMISSION PLANNING	PYT	8	0	0	8	8	0
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	3	0	0	3	3	0
POWER SUPPLY		SUBTOTAL		461	0	1	462	495	(33)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	9	0	0	9	8	1
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3	3	0
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	2	0	0	2	3	(1)
PRESIDENT - HECO		SUBTOTAL		14	0	0	14	14	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0	0	6	7	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	6	0	0	6	5	1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	20	0	0	20	22	(2)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	36	0	0	36	38	(2)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	25	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFORMATION ASSURANCE	PEJ	3	0	0	3	3	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	7	2
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ADMINISTRATION	PKB	4	0	0	4	3	1
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	BUDGETS	PKC	6	0	0	6	7	(1)
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	FINANCIAL ANALYSIS	PKF	3	0	0	3	4	(1)
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN		SUBTOTAL		154	0	0	154	158	(4)
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		SUBTOTAL		2	0	0	2	2	0
SVP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P8S	2	0	0	2	2	0
SVP ENERGY SOLUTIONS		SUBTOTAL		2	0	0	2	2	0
VP CUSTOMER SERVICE	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	4	0
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	7	0	0	7	6	1
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	4	1
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	3	0	0	3	5	(2)
VP CUSTOMER SERVICE	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	27	0
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	32	0	0	32	30	2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	METER READING	PCM	30	0	19	49	45	4
VP CUSTOMER SERVICE	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	16	0	2	18	20	(2)
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	6	0	0	6	7	(1)
VP CUSTOMER SERVICE	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	9	0
VP CUSTOMER SERVICE	ENERGY SERVICES	ADMINISTRATION	PSA	2	0	0	2	3	(1)
VP CUSTOMER SERVICE	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	5	0	0	5	6	(1)
VP CUSTOMER SERVICE	ENERGY SERVICES	PRICING	PSP	5	0	0	5	7	(2)
VP CUSTOMER SERVICE	FORECASTS & RESEARCH	CUSTOMER RESEARCH	PSM	10	0	0	10	10	0
VP CUSTOMER SERVICE	MARKETING SERVICES	MARKETING SERVICES	PSN	11	0	0	11	12	(1)
VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	P1W	3	0	0	3	3	0
VP CUSTOMER SERVICE		SUBTOTAL		175	0	21	196	198	(2)
		COMPANY TOTAL		1533	0	29	1562	1625	(63)

\*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

\*\*Employee counts in VP Customer Service (PSD) exclude 5 employees covered under the DSM surcharge.



Hawaiian Electric Company, Inc.  
February 28, 2009 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT			TOTAL	BUDGET	DIFF
				FULL TIME	PART TIME	TEMP			
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	7	0	0	7	7	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	12	(1)
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	13	0	2	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	8	0	0	8	8	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	10	0	0	10	10	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORP HEALTH & WELLNESS	PPH	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	WORKERS COMPENSATION	PPW	2	0	0	2	3	(1)
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	5	0	0	5	5	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	4	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	11	0	0	11	12	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	4	0	0	4	4	0
CORPORATE EXCELLENCE		SUBTOTAL		93	0	2	95	98	(3)
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	0	0	9	9	0
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	3	0	0	3	3	0
CORPORATE RELATIONS		SUBTOTAL		12	0	0	12	12	0
ENERGY DELIVERY	ASSET MANAGEMENT	ASSET MANAGEMENT	PRK	2	0	0	2	3	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	6	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	7	0	0	7		7
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	26	0	0	26	26	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	165	(14)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	29	0	0	29		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	44	0	0	44		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	40	0	0	40		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	23	0	0	23	17	6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	3	0	0	3	3	0
ENERGY DELIVERY	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	12	0	0	12	12	0
ENERGY DELIVERY	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	23	0	0	23	25	(2)
ENERGY DELIVERY	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	15	0	0	15	18	(3)
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	6	0	0	6	7	(1)
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	18	0	1	19	18	1
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	6	0
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	PBS	7	0	1	8	7	1
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	18	0	1	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBSTATION & TELECOMMUNICATION	PBY	22	0	1	23	22	1
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	7	0	0	7	7	0
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	22	0	0	22	25	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	12	0	0	12	12	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	15	0	0	15	15	0
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	7	(1)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	26	0	0	26	27	(1)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	13	0	0	13	14	(1)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	0
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	36	0	0	36	39	(3)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	4	0	0	4	4	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	2	0
ENERGY DELIVERY		SUBTOTAL		553	0	4	557	570	(13)
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	ADMINISTRATION	PLA	4	0	0	4	4	0
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	INTEGRATED RESOURCE PLANNING	PYP	5	0	0	5	6	(1)
EXECUTIVE VICE PRESIDENT	ENERGY PROJECTS	DISTRIBUTED ENERGY DEVELOPMENT	PNG	8	0	0	8	9	(1)
EXECUTIVE VICE PRESIDENT	EXEC VICE PRESIDENT	EXECUTIVE VICE PRESIDENT	P9V	2	0	0	2	2	0
EXECUTIVE VICE PRESIDENT	TECHNOLOGY	RENEWABLE TECHNOLOGY	PNR	1	0	1	2	3	(1)
EXECUTIVE VICE PRESIDENT		SUBTOTAL		20	0	1	21	24	(3)
GENERAL COUNSEL	LEGAL	LEGAL	PNC	12	0	0	12	12	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		19	0	0	19	19	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	POE	8	0	0	8	8	0
GOVT & COMMUNITY AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	3	0
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	14	0	0	14	15	(1)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	7	0
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		32	0	0	32	33	(1)
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	7	0	0	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	8	0	0	8	8	0
POWER SUPPLY	FUELS	ADMINISTRATION	PIA	2	0	0	2	2	0
POWER SUPPLY	FUELS	POWER PURCHASE ADMINISTRATION	PIC	6	0	0	6	4	2
POWER SUPPLY	FUELS	FUEL RESOURCES	PIF	4	0	0	4	4	0
POWER SUPPLY	FUELS	FUELS INFRASTRUCTURE	PIJ	3	0	0	3	3	0
POWER SUPPLY	FUELS	POWER PURCHASE NEGOTIATION	PIU	0	0	0	0	3	(3)
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	10	0	0	10	11	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	13	0	0	13	14	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0



Hawaiian Electric Company, Inc.  
February 28, 2009 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT			TOTAL	BUDGET	DIFF
				FULL TIME	PART TIME	TEMP			
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	1	14	15	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	5	0	0	5	6	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAINING	PID	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	27	0	0	27	26	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	63	0	0	63	60	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	30	0	0	30	33	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	12	0	0	12	12	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	25	0	0	25	26	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	4	0	0	4	4	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	76	0	0	76	87	(11)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PS RELIABILITY OPTIMIZATION	PIV	1	0	0	1	2	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	67	0	0	67	65	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	26	0	0	26	32	(6)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION OPERATIONS	PIY	1	0	0	1	7	(6)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION MAINTENANCE	PIZ	5	0	0	5	8	(3)
POWER SUPPLY	SYSTEM INTEGRATION	ADMINISTRATION	PXA	2	0	0	2	2	0
POWER SUPPLY	SYSTEM INTEGRATION	COMPETITIVE BIDDING	PXB	3	0	0	3	3	0
POWER SUPPLY	SYSTEM INTEGRATION	RENEWABLE ENERGY PLANNING	PXP	2	0	0	2	1	1
POWER SUPPLY	SYSTEM INTEGRATION	GENERATION PLANNING	PYB	9	0	0	9	9	0
POWER SUPPLY	SYSTEM INTEGRATION	TRANSMISSION PLANNING	PYT	8	0	0	8	8	0
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	PTV	3	0	0	3	3	0
POWER SUPPLY		<b>SUBTOTAL</b>		<b>463</b>	<b>0</b>	<b>1</b>	<b>464</b>	<b>495</b>	<b>(31)</b>
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	9	0	0	9	8	1
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	2	1	0	3	3	0
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	2	0	0	2	3	(1)
PRESIDENT - HECO		<b>SUBTOTAL</b>		<b>13</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>14</b>	<b>0</b>
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0	0	6	7	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	6	0	0	6	5	1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	20	0	0	20	22	(2)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	37	0	0	37	38	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	25	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFORMATION ASSURANCE	PEJ	3	0	0	3	3	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	7	2
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ADMINISTRATION	PKB	4	0	0	4	3	1
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	BUDGETS	PKC	7	0	0	7	7	0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	FINANCIAL ANALYSIS	PKF	3	0	0	3	4	(1)
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN		<b>SUBTOTAL</b>		<b>156</b>	<b>0</b>	<b>0</b>	<b>156</b>	<b>158</b>	<b>(2)</b>
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		<b>SUBTOTAL</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>
SVP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	2	0	0	2	2	0
SVP ENERGY SOLUTIONS		<b>SUBTOTAL</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>
VP CUSTOMER SERVICE	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	4	0
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	7	0	0	7	6	1
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CREDIT	PCD	6	0	0	6	4	2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	3	0	0	3	5	(2)
VP CUSTOMER SERVICE	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	27	0
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	32	0	0	32	30	2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	METER READING	PCM	30	0	18	48	45	3
VP CUSTOMER SERVICE	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	15	0	2	17	20	(3)
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	6	0	0	6	7	(1)
VP CUSTOMER SERVICE	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	9	0
VP CUSTOMER SERVICE	ENERGY SERVICES	ADMINISTRATION	PSA	2	0	0	2	3	(1)
VP CUSTOMER SERVICE	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	5	0	0	5	6	(1)
VP CUSTOMER SERVICE	ENERGY SERVICES	PRICING	PSP	5	0	0	5	7	(2)
VP CUSTOMER SERVICE	FORECASTS & RESEARCH	CUSTOMER RESEARCH	PSM	10	0	0	10	10	0
VP CUSTOMER SERVICE	MARKETING SERVICES	MARKETING SERVICES	PSN	11	0	0	11	12	(1)
VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	P1W	3	0	0	3	3	0
VP CUSTOMER SERVICE		<b>SUBTOTAL</b>		<b>175</b>	<b>0</b>	<b>20</b>	<b>195</b>	<b>198</b>	<b>(3)</b>
									0
		<b>COMPANY TOTAL</b>		<b>1540</b>	<b>1</b>	<b>28</b>	<b>1569</b>	<b>1625</b>	<b>(56)</b>

\*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

\*\*Employee counts in VP Customer Service (PSD) exclude 6 employees covered under the DSM surcharge.



Hawaiian Electric Company, Inc.  
March 31, 2009 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	7	0	0	7	7	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	12	(1)
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	13	0	2	15	15	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	8	0	0	8	8	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	10	0	0	10	10	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORP HEALTH & WELLNESS	PPH	1	0	0	1	2	(1)
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	WORKERS COMPENSATION	PPW	3	0	0	3	3	
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	3	0	0	3	4	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	12	0	0	12	12	
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	5	0	0	5	4	1
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	5	0	0	5	5	
CORPORATE EXCELLENCE		SUBTOTAL		94	0	2	96	98	(2)
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	0	0	9	9	
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	3	0	0	3	3	
CORPORATE RELATIONS		SUBTOTAL		12	0	0	12	12	0
ENERGY DELIVERY	ASSET MANAGEMENT	ASSET MANAGEMENT	PRK	2	0	0	2	3	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	6	
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	7	0	0	7		7
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	26	0	0	26	26	
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	12	0	0	12	165	(16)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	29	0	0	29		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	43	0	0	43		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	40	0	0	40		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	24	0	0	24	17	7
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	3	0	0	3	3	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	6	0	0	6	7	(1)
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	18	0	1	19	19	
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	7	0	0	7	7	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	PBS	0	0	1	1		1
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	18	0	1	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBSTATION & TELECOMMUNICATION	PBY	17	0	1	18	18	0
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	6	0	0	6	6	0
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	22	0	0	22	25	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	12	0	0	12	12	
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	7	(1)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	26	0	0	26	27	(1)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	14	0	0	14	14	
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	37	0	0	37	39	(2)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	4	0	0	4	4	
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	2	
ENERGY DELIVERY		SUBTOTAL		477	0	4	481	490	(9)
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	ADMINISTRATION	PLA	2	0	0	2	3	(1)
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	STRATEGIC PLANNING	PLS	2	0	0	2	6	(4)
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	FORECASTING	PSF	4	0	0	4	4	
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING	INTEGRATED RESOURCE PLANNING	PYP	4	0	0	4	0	4
EXECUTIVE VICE PRESIDENT	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	4	(1)
EXECUTIVE VICE PRESIDENT	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	5	0	0	5	5	0
EXECUTIVE VICE PRESIDENT	ENERGY SERVICES	CUSTOMER RESEARCH	PSM	6	0	0	6	6	
EXECUTIVE VICE PRESIDENT	ENERGY SERVICES	PRICING	PSP	7	0	0	7	7	
EXECUTIVE VICE PRESIDENT	ENERGY SOLUTIONS	ADMINISTRATION	PSB	2	0	0	2		2
EXECUTIVE VICE PRESIDENT	ENERGY SOLUTIONS	MARKETING SERVICES	PSN	11	0	0	11	12	(1)
EXECUTIVE VICE PRESIDENT	ENERGY SOLUTIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	9	
EXECUTIVE VICE PRESIDENT	RESOURCE ACQUISITION	POWER PURCHASE ADMINISTRATION	PIC	6	0	0	6	4	2
EXECUTIVE VICE PRESIDENT	RESOURCE ACQUISITION	POWER PURCHASE NEGOTIATION	PIU	0	0	0	0	4	(4)
EXECUTIVE VICE PRESIDENT	RESOURCE ACQUISITION	DISTRIBUTED ENERGY DEVELOPMENT	PNG	4	0	0	4	6	(2)
EXECUTIVE VICE PRESIDENT	RESOURCE ACQUISITION	RENEWABLE TECHNOLOGY	PNR	2	0	1	3	3	
EXECUTIVE VICE PRESIDENT	RESOURCE ACQUISITION	ADMINISTRATION	PQA	4	0	0	4	4	
EXECUTIVE VICE PRESIDENT	RESOURCE ACQUISITION	DISTRIBUTED TECH APPLICATION	PQD	1	0	0	1	0	1
EXECUTIVE VICE PRESIDENT	RESOURCE ACQUISITION	COMPETITIVE BIDDING	PXB	3	0	0	3	3	
EXECUTIVE VICE PRESIDENT	SYSTEM INTEGRATION	DISTRIBUTION PLANNING	PBS	7	0	0	7	7	
EXECUTIVE VICE PRESIDENT	SYSTEM INTEGRATION	ADMINISTRATION	PXA	3	0	0	3	3	
EXECUTIVE VICE PRESIDENT	SYSTEM INTEGRATION	AMI	PXM	4	0	0	4	6	(2)
EXECUTIVE VICE PRESIDENT	SYSTEM INTEGRATION	RENEWABLE ENERGY PLANNING	PXP	4	0	0	4	3	
EXECUTIVE VICE PRESIDENT	SYSTEM INTEGRATION	RELAY PROTECTION	PXR	4	0	0	4	4	
EXECUTIVE VICE PRESIDENT	SYSTEM INTEGRATION	GENERATION PLANNING	PYB	9	0	0	9	9	
EXECUTIVE VICE PRESIDENT	SYSTEM INTEGRATION	TRANSMISSION PLANNING	PYT	8	0	0	8	8	
EXECUTIVE VICE PRESIDENT	EXEC VICE PRESIDENT	EXECUTIVE VICE PRESIDENT	P9V	2	0	1	3	2	1
EXECUTIVE VICE PRESIDENT		SUBTOTAL		116	0	2	118	122	(4)
GENERAL COUNSEL	LEGAL	LEGAL	PNC	12	0	0	12	17	(5)
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	PSV	7	0	0	7	2	5
GENERAL COUNSEL		SUBTOTAL		24	0	0	24	24	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	7	0	0	7	8	(1)
GOVT & COMMUNITY AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	3	



Hawaiian Electric Company, Inc.  
March 31, 2009 Actual Employee Count vs Budget Employee Count

GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	14	0	0	14	15	(1)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	7	
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		31	0	0	31	33	(2)
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	5	0	0	5	6	(1)
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	7	0	0	7	7	
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	8	0	0	8	8	
POWER SUPPLY	FUELS	ADMINISTRATION	PIA	0	0	0	0	2	(2)
POWER SUPPLY	FUELS	FUEL RESOURCES	PIF	4	0	0	4	4	
POWER SUPPLY	FUELS	FUELS INFRASTRUCTURE	PIJ	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	10	0	1	11	11	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	13	0	0	13	14	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	5	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	1	14	15	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OSM ADMINISTRATION	PIB	5	0	0	5	6	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAINING	PIO	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	25	0	0	25	26	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	61	0	0	61	60	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	30	0	0	30	33	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	12	0	0	12	12	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	26	0	0	26	26	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	4	0	0	4	4	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	74	0	0	74	87	(13)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PS RELIABILITY OPTIMIZATION	PIV	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	63	0	0	63	65	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	28	0	0	28	32	(4)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION OPERATIONS	PIY	7	0	0	7	7	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION MAINTENANCE	PIZ	5	0	0	5	8	(3)
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	PTV	2	0	0	2	2	
POWER SUPPLY		SUBTOTAL		429	0	2	431	464	(33)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	10	0	0	10	8	2
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3	3	
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	2	0	0	2	3	(1)
PRESIDENT - HECO		SUBTOTAL		15	0	0	15	14	1
SR VP FINANCE & ADMIN	BUDGETS & FINANCIAL ANALYSIS	ADMINISTRATION	PKA	3	0	0	3	3	0
SR VP FINANCE & ADMIN	BUDGETS & FINANCIAL ANALYSIS	BUDGETS	PKC	7	0	0	7	7	0
SR VP FINANCE & ADMIN	BUDGETS & FINANCIAL ANALYSIS	FINANCIAL ANALYSIS	PKF	2	0	0	2	2	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0	0	6	7	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	6	0	0	6	5	
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	5	
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PURCHASING	PVP	15	0	0	15	15	
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ADMINISTRATION	PKB	2	0	0	2	2	0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	RISK MANAGEMENT	PKI	4	0	0	4	4	
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ERP ADMINISTRATION	PKM	3	0	0	3	3	
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	TREASURY	PKT	5	0	0	5	5	
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	
SR VP FINANCE & ADMIN		SUBTOTAL		71	0	0	71	71	0
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	
SR VP OPERATIONS				2	0	0	2	2	0
SVP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	2	0	0	2	2	
SVP ENERGY SOLUTIONS		SUBTOTAL		2	0	0	2	2	0
VP CUSTOMER SERVICE	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	12	0	0	12	12	
VP CUSTOMER SERVICE	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	23	0	0	23	25	(2)
VP CUSTOMER SERVICE	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	12	0	0	12	12	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	4	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB***	7	0	0	7	6	1
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CREDIT	PCD	6	0	0	6	4	2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	3	0	0	3	5	(2)
VP CUSTOMER SERVICE	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	27	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	31	0	0	31	30	1
VP CUSTOMER SERVICE	CUSTOMER SERVICE	METER READING	PCM	30	0	17	47	45	2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	15	0	2	17	20	(3)
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	6	0	0	6	7	(1)
VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	P1W	2	0	0	2	2	
VP CUSTOMER SERVICE		SUBTOTAL		178	0	19	197	199	(2)
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	21	0	0	21	22	(1)
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	35	0	0	35	38	(3)
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	25	(1)
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	7	2
VP, CHIEF INFORMATION OFCR	INFORMATION ASSURANCE	INFORMATION ASSURANCE	PEJ	3	0	0	3	3	
VP, CHIEF INFORMATION OFCR	VP CHIEF INFORMATION OFCR	VP, CHIEF INFORMATION OFCR	P3W	1	0	0	1		1
VP, CHIEF INFORMATION OFCR				95	0	0	95	97	(2)
		COMPANY TOTAL		1546	0	29	1575	1628	(53)

\*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

\*\*Employee counts in VP Customer Service (PSD) exclude 6 employees covered under the DSM surcharge.

\*\*\*Employee counts in VP Customer Service (PCB) exclude 1 employee covered under SSP